December, 2011 Volume 1, Issue 4

Empowering Columbus

Columbus, IN

Human Rights Commission

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Try not to become a man of success but rather to become a man of value.



A Thought for Columbus

The Undiscovered Gem

By: Frances L. Jordan, Deputy Director

"Two roads diverged in a wood, and I took the one less traveled by, And that has made all the difference."

The "Road Not Taken" by Robert Frost is often quoted, and to some over quoted, yet some messages can be stated a million times and still have an impact. I want to use this famous poem in a new perspective, taking a road that leads you to an *undiscovered gem*.

When we glance at the road we are on, sometimes we take a second and look back at the different choices in life, choices that determine what road we would take when a proverbial fork in the road appeared in our life. Sometimes we took the road less traveled or the road that is overused, and in more cases than not, we find ourselves taking the road that is most profitable to our life goals. What road are you on?

The road least popular, the road congested with people pleasers, or the road that has "me" written in every step. I want you to evaluate the road you are on in terms of what you give and how you help others. In Columbus, giving is practically a part of our DNA, there are so many organizations that are giving, helping, and serving the community. But has your road become a monotonous road, always giving to the same cause or same organization? Be diverse in what you give, refuse to put yourself into box. Diversity goes beyond the classroom, the office, or where you live, it touches every part of life including the charity we give. You might find yourself helping someone or a group of people you never imagined, it will make all the difference, in your life, their life and **OUR** community.



LEGAL UPDATE:

Hertz Suspends Muslim Drivers for On-the-Clock Prayers

Hertz has suspended a group of 34 Somali Muslim shuttle drivers for not clocking out for prayer times. As Somalis are primarily Sunni Muslims, the devout practitioners pray five times during the day (near dawn, just after noon, in the afternoon, just after sunset, and around nightfall). Generally, only two of these prayers fall during working hours and last for about 10 minutes. Since employees are allowed two paid 10 minutes breaks during an eight hour work shift, Muslim their employees fulfill can religious obligations and not require any special The Teamster union accommodations. representatives of the Muslim employees are filing an unfair labor practices complaint with the National Labor Relations Board ("NLRB") against Hertz for changing policies in contradiction of previous negotiations.

Employers are allowed to make accommodations for employees. Teamster union representatives of the Muslim employees claim that special accommodations were made by Hertz, which allowed the Muslim employees to clock in and out for these breaks. This may have been a part of oral negotiations, but it was never included in the employees' employment contracts. Hertz managers claim that the Muslim employees were not keeping their break times within the allowed 10 minute period and were extending their breaks beyond the time necessary for their prayers. Further, there are other Muslim employees who do clock out for their prayer times and were not suspended, which Hertz managers asserts shows that the current policies do not interfere with prayers.

Underlying all of these claims is a subtle current of religious discrimination. Some of the Muslim employees claim that their managers told them that they were not allowed to pray or else they would be sent home and that this was a new rule. The employees prayed anyways and claimed that the managers stood over them and taunted them.

Continued on page 7 HERTZ



SPOTLIGHT on Welcoming Community

Bob Pittman, Director Mill Race Center



You've been at Mill race Center, the former Senior Center Services
Bartholomew County for quite some time, what made you want to work with the senior community as a career?

When I worked at Wichita State University, I worked with returning students in a week long residential program, and it was called Senior Scholars. This was my first involvement working with seniors and I found they were ready and excited to learn, even the people who were in their 80's. The experience helped me appreciate the positive role older individuals can make to a community and my desire to work with the senior community continued when I came to Columbus. I have been director for 26 years, and I started in 1985.

How does the Mill Race Center help the senior community stay vibrant and contributing in the community? Specifically in Employment?

Our motto at Mill race is "Add life to years". Through medical technology we've been able to add years to life; our focus is to add the life into seniors. Healthy and happy seniors are less costly, than people who are hospitalized and in nursing homes. So it is important to a community to focus on the senior community and I think we have here.

The AARP just named Columbus one of the top 10 places to retire, and since we're not in the Sunbelt that is really indicative of our community, and I think the Mill Race Center can and does play a role in that.

We have a partnership with Elwood staffing; there is an opportunity for our seniors to get temp jobs, which is perfect for the senior community who want to work but maybe for not long-extended times. Employers have found our members to be dedicated and dependable workers. However, based on the economy we have more seniors who want to work, then jobs can be provided for them, but the partnership has proved successful.

Lastly, the Mill Race Center gives seniors the opportunity to volunteer and do community service, which we can't emphasize enough as positive activity for seniors to be involved and how it helps the community.

In your role as Director, have you seen the change over the years on how the senior community is treated?

There is more recognition of what seniors contribute to the community. There used to be a perception that seniors were not productive, unwilling to learn new things, or not flexible. And this is just not true. There are young people who are all those things I described; we should not categorize a whole age group. Another thing I noticed, is the inability of young seniors to cope with the aging process, and many young seniors are in denial and don't want to classify themselves as aging

Also, as director over time, I have seen a big change of acceptance and awareness of persons of different ethnicities participating in events in the senior community. Unfortunately, there was a time when certain people in the senior community who were not used to diversity made it very difficult for some minorities. However, the aging baby boomer population, whose experienced more diversity in their lifetime, are more welcoming and we provide programming highlighting different cultures. This past September, we had a class on Chinese Culture. We have classes like this to encourage all persons to participate in the activities at the Mill Race Center.

As we age, there is more of a need to address disability issues. Are there any special programs, for disabled seniors here at Mill Race? Tell me about the accessibility design features of the center? In the new building, there is more accessibility, than the last center; there are therapy classes and certain workout machines that have easier accessibility for a person in a wheelchair. The goal of the center was to include certain things that assist seniors as they get older. We also have a few young people who have developmental disabilities that participate in some of our programs.

Facts about Mill Race Center

Mill Race Center is a community center for active adults located in Mill Race Park in Columbus, Indiana. The purpose of Mill Race Center is to develop a nationally recognized model for dynamic, comprehensive, collaborative programming for the age 50 plus population. Mill Race Center Inc., formerly known as Senior Center Services of Bartholomew County, serves as the lead programming agency, and collaborates with several major partners to provide a wide range of programs and services for older adults and their families, conveniently located under one roof. Mill Race Center values emphasize that older adults are an important and growing resource that can be engaged on behalf of the center and broader community. Mill Race Center utilizes the **Six Dimensions of Wellness** as a framework for comprehensive holistic programming. The 50 Plus Senior Services Hub concept, staffed by trained. Mill Race Center, Inc. is more than 80% self-funded through membership dues, fees for service, donations, and fundraisers.

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WOMEN'S SUFFRAGE 4. In Great Britain, militant

- 1. What was the first country to give women the right to vote:
- a. Australia
- b. England
- c. New Zealand
- d. United States
- 2. Women in the United States won the right to vote in national elections in:
 - a. 1919
- b. 1920
- c. 1921
- d. 1917
- 3. Which of the following women was not a suffragette?
- a. Elizabeth Cady Stanton
- b. Susan B. Anthony
- d. Carrie Chapman Catt

suffragettes did the following:

- a. broke windows
- b. started fires
- c. cut telegraph wires
- d. all of the above

5. During World War I, suffragettes:

- a. continued pushing for the right to vote
- b. stopped their women's rights campaign to support the war effort
- c. fought as soldiers
- d. none of the above
- 6. In order to win the right to vote, some suffragettes engaged in:
 - a. picketing
 - b. citizenship
 - c. adoption
 - d. ratification
- c. Ellen Louise Axson Wilson 7. Alice Paul led a group of _ suffragettes who tried to win the right to vote by marching and

hunger strikes.

- a. militant
- b. federal
- c. citizen
- d. peaceful

8. Suffrage is:

- a. the right to vote
- b. the right for women to vote
- c. the women who fought for women's rights
- d. the fight for women's rights

9. The 19th Amendment was in 1920

- a. amended
- b. abolished
- c. adopted
- d. enfranchised

10. Ratification means:

- a. to catch a rat
- b. to make valid
- c. to vote
- d. to abolish

Quiz by SCHOLASTIC CLICK HERE

le Can Do It!

Answers on last page

a LOT of History in a LITTLE Bit

As we celebrated Veteran's Day on Nov. 11, 2011, we want to look at one of the ways the military was influential in civil rights in our country. The military was the first entity in America to attempt to desegregate. Despite the numerous obstacles, the military faced during this time, in July 26, 1948, President Harry S. Truman issued an executive order to desegregate the armed forces. There were other events that led till this ultimate decision by Harry S. Truman.

Eight years earlier, the nation achieved a historic first when the 99th Pursuit Squadron (the "Tuskegee Airmen") was activated in 1940, the first African-American unit of the Army Air Corps. Before this time, there had never been an African-American pilot in the Unites States Military. Even after the program was activated, there was still skepticism about African Americans ability to fly planes, if they had the cognitive acumen to fly planes. Their funding was on the chopping block. Then something unpredictable happened. First Lady Eleanor Roosevelt inspected the Tuskegee program in March 1941, and subsequently flew with African-American chief civilian instructor C. Alfred "Chief" Anderson, Anderson, who had been flying since 1929, and was responsible for training thousands of rookie pilots, took his prestigious passenger on a half-hour flight in a Waco biplane. After landing, she cheerfully announced, "Well, you can fly all right", forever changing how the public viewed African American pilots. The Tuskegee Airmen went on to have a distinguished record, and received several Awards and decorations for valor and performance. So Eight years later, when President Truman desegregated, there was no question about the ability of African Americans as soldiers, yet, President Truman's actions were not accepted with open arms. In fact, Army chief of staff Omar Bradley declared that "the Army is not out to make any social reform." But he was wrong. That's exactly what the military was doing. It was Bradley's contention that the Army "will not put men of different races in the same companies." Only for a moment, did Bradley's reign true. The armed forces did not seriously implement Truman's order until the Korean War began in 1950, and desegregation of the Army was not completed until 1954, when segregated units were completely abolished.

According to historians, there are conflicting reasons why President Truman desegregated the military, did he care about civil rights and equality for all or was he motivated by politics and his pursuit for re-election. Despite the reason, the decision went to serve us well. Now in the military, people of all races, sex, ethnicities, religion, natural origin, and now even openly-gay individuals serve **US** in the military, continually protecting the freedoms that we hold so dear to our heart. God bless and Cad Blace our Traces



MARK YOUR CALENDARS: Check Out the new movie about the Tuskegee Airmen called "Red Tails" by George Lucas on JANUARY 20TH, 2012

your ISSUES matter





Judge Steve Teske seeks to keep kids with minor problems out of court

Steve Teske doesn't hold back. He's a Southern judge, with the boom and flair of a preacher, who has risen to national prominence arguing that too many students get arrested or kicked out of school for minor trouble. Zero tolerance is zero intelligence," he likes to say. Teske wants people to know that students regularly show up in the courtroom who shouldn't be there. That a schoolyard fight or a moment of mouthing off at a teacher is no reason to pull out handcuffs. That African American and Hispanic students are sent to court in disproportionate numbers.

"Kids are wired to do stupid things," he tells a North Carolina crowd here one fall day. "Hello? Right? How many of you in here committed a delinquent act at any time when you were a teenager?" Some raise a hand. Others don't budge. "Don't be afraid," he thunders. "Confess now. Confess now!" They laugh.

They know Teske is no ordinary evangelist. His success as a juvenile court judge in the outskirts of Atlanta has propelled him to the forefront of a national debate about the effects of harsh approaches to student discipline. National appeal - He has inspired believers in Connecticut and Indiana, in North Carolina and Kansas. One September day, he advised two Los Angeles judges by phone; a week later, he hosted a contingent from Kentucky in his courtroom. Last year, he spoke in Baltimore, where reforms were underway. Recently, District advocates invited him to speak in a city where police data show nearly 600 public school students were arrested last year. "He is very charismatic, but what is

causing people to sit up and take

notice is that it is all based on data," says researcher Russell Skiba, of Indiana University, who has written extensively on school discipline.

For Teske, 51, an energetic personality with a scruff of beard and a bent for bowties, the problem became clear during his early days as a juvenile judge in Clayton County, Ga.

School-based offenses were sharply on the rise in the late 1990s — jumping from 46 incidents in 1995 to more than 1,200 in 2003. These were years when sworn police, called "school resource officers," were assigned to middle and high schools.

Ninety percent of cases were misdemeanors, Teske says, mostly for the kind of trouble once handled by school principals. "I thought, 'This is ridiculous,' " he says. "They weren't delinquent kids." Now, instead of making arrests, police issue warnings for first offenders. Repeat trouble means workshops or mediation. Only then may a student land in court. For chronic offenders, a system of care is in place to help resolve underlying problems. School referrals to juvenile court fell more than 70 percent from 2003 to 2010.

Talking to a rapt audience in North Carolina, he lets them know his vision of change is no simple fix. "I like to tell people, repeat what my mama told me growing up," he says, "... 'Son, the quickest way is usually the wrong way.' The right way is the way that takes longer, more investment, more time." Article by: Donna St. George in the Washington Post

For the full article: Click Here

FBI: Hate Crimes Target Blacks In 70 Percent Of Race-Based Cases

Blacks were the group most likely to be the targets of race-based hate crimes, according to a new federal report. The report, compiled by the FBI's civil rights division, found that the large majority of racial bias crimes were
"motivated by anti-black bias." Latinos
were the targets of 66 percent of all
hate crimes motivated by ethnicity or
national origin. Jews were the targets
of most crimes against religious
groups, and most crimes against a
particular sexual orientation or gender
were motivated by "anti-homosexual
male bias."

The number of hate crimes remained essentially flat between 2009 and 2010. There were 6,628 hate crimes reported in 2010, up very slightly from 6,604 in 2009. About 47 percent of all the reported hate crimes were racially motivated, with 20 percent motivated by religion, 19.3 percent motivated by sexual orientation, and 12.8 percent motivated by nationality. "Almost a fourth of our 2010 civil rights caseload involved crimes motivated by a particular bias against the victim," said Eric Thomas, the bureau's civil rights chief in Washington. "We frequently worked these cases with state and local law enforcement to ensure that justice was done--whether

at the state level or at the federal

level."

The FBI said that because of the James Byrd, Jr. Hate Crime Prevention Act, the bureau is making some changes to collect more information for bias crimes against a particular gender or gender identity and for crimes in which juveniles are targets. The law, which was signed by President Obama in 2009 and was meant to bolster and expand existing hate crimes laws. It is named after two of the most high profile victims of hate crimes in recent memory. Shepard was a college student who died in 1998 after being tortured and tied to a fence for being gay. That same year, Byrd, a black man in rural Texas was killed after being dragged behind a pickup truck for miles by a group of white supremacists. At the time of their killings, there were no hate crime laws in many states

Article from the Huffington Post For the Full article: Click Here







STAY INFORMED

ABOUT YOUR LOCAL HUMAN RIGHTS COMMISSION AND HUMAN RIGHTS TOPICS AND ISSUES THROUGH THE COMMISSION'S MEDIA OUTLETS:

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You can also add us to FACEBOOK – look for: "Human Rights" or go to http://www.facebook.com/profile.php?id=100002630265243

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The Best Cultural Connection..... LAUGHTER

As we acknowledge and embrace differences amongst cultures, there are a few hiccups along the way. We thought it would be fun to provide laughter created by some cultural mishaps. ENJOY!

"A friend of mine asked her sister in law who was Italian, to get evaporated milk in supermarket. She came back and said 'I couldn't find disappeared milk'." (M. Baisova)

"When I lived in Manchester it took me months to understand that whenever my friend was 'having his tea' before coming over to me, it didn't mean some archaic English leaf-drinking ritual, but that it was actually his evening meal." (E. Moe)

"My English friend meets her Mexican boyfriend's parents for the first time and the first words that she utters are 'estoy embarazada' which she thought translated to 'I'm embarrassed' (for not speaking more Spanish)" when really it means 'I'm pregnant'". (M. Dubois) Click Here for more from Funny Linguistic Stories

"While not from the military, I remember back in high school my soccer team was suiting up in a hockey arena changing room. One of my teammates (who was from Bermuda) read a sign over the changeroom door which said, "Nobody allowed on the rink until the Zamboni is off the ice." He then looked at us and said, "Who the hell is Zamboni? And what makes him so special that nobody can go on the ice until he gets his ass off first?" Evidently they do not play ice hockey in Bermuda..."

<u>Click Here</u> for more from Professional Soldiers

When Kentucky Fried Chicken entered the Chinese market, to their horror they discovered that their slogan "finger lickin' good" came out as "eat your fingers off" General Motors had a perplexing problem when they introduced the Chevy Nova in South America. Despite their best efforts, they weren't selling many cars. They finally realized that in Spanish, "nova" means "it won't go". Sales improved dramatically after the car was renamed the "Caribe."

Sometimes it's one word of a slogan that changes the whole meaning. When Parker Pen marketed a ballpoint pen in Mexico, its ads were supposed to say "It won't leak in your pocket and embarrass you." However,

the company mistakenly thought the Spanish word "embarazar" meant embarrass. Instead the ads said "It won't leak in your pocket and make you pregnant

The Dairy Association's huge success with the campaign "Got Milk?" prompted them to expand advertising to Mexico. It was soon brought to their attention the Spanish translation read "Are you lactating?"

Click here for more from Some
Humorous Cross-Cultural Advertising
Gaffes!



Culture- Come Together By DAVID STROMBERG, NY Times,

On the night of Nov. 27th, the fashion collective Three as Four opened its highly anticipated exhibition "Insalaam Inshalom" at the Beit Hair Center for Urban Culture in Tel Aviv, bringing to fruition a project over two years in the making. Covering the walls of the fourstory building in fabric printed with their spring collection's central motifs, which are made of a mix of Muslim and Jewish symbols, the designers Gabi Asfour, Adi Gil and Ange Donhauser invited 10 artists to show works that relate to the project's central notion: that Judaism and Islam can live side by side. "We've accumulated the energy of artists and performers who are like-minded," Asfour said. "We tried to balance things from all sides, though it's always difficult." Featured in the show are pieces by Yoko Ono, Joseph Dadoune and Jessica Mitrani, to name a few. Installations, video works, textiles and photography are among the works on display throughout the center's "Insalaam Inshalom"-patterned walls. The performers at Sunday's event included the Cyprus-born, New Yorkbased director/choreographer Maria Hassabi, who wore cotton overalls from the Three as Four collection.

http://tmagazine.blogs.nytimes.com/2011/11/29/cometogether/?ref=culture



"Fashion and beauty are tools to promote togetherness and unity in different countries and cultures," Gil said. "We hope we can inspire other people to work together and not be scared of working together." The fashion collective's members are themselves products of multiple cultures and identities: Asfour was born to parents from Mandate-era Haifa, who fled to Beirut; Gil was born and raised in Israel before moving to Germany and then New York; and Donhauser is a Soviet-born Russian-German who moved to Germany in childhood. Donhauser met Gil in Germany, and they met Asfour in New York, where they had moved to seek a more culturally diverse setting. "I'm the middleman in the Middle East," joked Donhauser, who adds that she's glad she finally made it to Tel Aviv. "I'm closer to understanding the heart and soul of the whole megillah of it all. You shake your head and say: It's all so human after all."

Mission

To lead Columbus in building and maintaining an inclusive community by:

- 1. Enforcing the Human Rights Ordinance
- 2. Educating the Public
- Challenging attitudes and systems that create barriers to equality
- 4. Empowering community members to advance this mission

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humanrights@columbus.in. gov HERTZ- It is fairly common practice for employees to be terminated for extending breaks or failing to clock in and out for breaks. Most of these cases are simply non-compliant employees, but this case is very different. Both Hertz and the Muslim employees present contradictory facts that would likely allow them to prevail if true. While companies may take necessary steps to have their employees comply with state law and legal company policy, their company policy should bend when faced with legitimate religious interests. On the other hand, if the employees are abusing their break times in the way that Hertz claims they are, they should clock out for breaks in the way that other Muslim employees are doing. The balancing of these issues is very fine, and the NLRB's decision will likely come down to whether Hertz's policies infringe on the employees' religious rights or whether the employees are extending their breaks longer than necessary for their prayers.

By: Greg Cragg - Click Here for Article

Upcoming Events

Interfaith Forum Columbus meets on the first Wednesday of every month, Columbus Area Chamber of Commerce meeting room, December 7th, 11:30-12:30 p.m.

Clusterflix Film Festival, December 9, 6:00pm, YES Cinema

IUPUC Fall 2011 Speak Easy, Dec. 9th, 11:00am The Nugent and Custer Amphitheater Columbus Learning Center

CAMEO Membership Meeting meets on the second Wednesday of every month <u>December 14th</u>, 6:00pm, Summerville Room, The Columbus Learning Center

Skate of Mind, Mental Health Awareness Fundraiser called, December. 28th, 3:30 to 8:30 p.m. Hamilton Center

Pride Alliance Monthly Meeting meets on the fourth Monday of every month Xenia Miller Conference Room in the Commons building, at 7:00pm,

Human Rights Commission Meeting meets on the last Wednesday of every month, 4:30pm, City Chambers



Answers: 1. c. 2. b. 3. c. 4. d. 5. b. 6. a. 7. a. 8. a. 9. c. 10. b.